FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

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Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

Issuer			
Owner			
r (specify			
v)			
Applicable			
rson			
porting			
Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned			
7. Nature			
of Indirect Beneficial			
Ownership			
(Instr. 4)			
Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned			
(e.g., puts, calls, warrants, options, convertible securities)			
11. Nature			
of Indirect Beneficial			
Ownership (Instr. 4)			
) (111511. 4)			
k .			

Explanation of Responses:

1. Deferred stock awarded under the 2001 Performance Incentive Plan.

/s/ Theodore L. Banks, By Power of Attorney

01/29/2004

** Signature of Reporting Person

Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

- * If the form is filed by more than one reporting person, see Instruction 4 (b)(v).
- ** Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

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